When RN Renewal opens on September 1st, each of Alabama's 84,000+ registered nurses will once again have an opportunity to personally contribute to planning for the next decade of healthcare in the state, by answering a brief series of questions relating to education, demographics, employer type, etc. We encourage our licensees to complete the survey; the questions only take a few minutes to complete, and no nurse's personal information is ever shared.

The RN Workforce Survey is conducted as part of RN Renewal every two years, and provides crucial aggregate data to the ABN and other healthcare policy makers, as well as to healthcare sector employers throughout the state of Alabama. The data, in turn, allows the Board to make evidenced-based decisions about healthcare regulation, as we prepare for the next 20, 30, and 50 years of care delivery in our state.

By completing the RN Workforce Survey, licensees also are able to personally impact long-term planning by employers and potential employers. Surveys such as this are crucial for facilities of almost any size. Without this data, it is nearly impossible to predict the future of Alabama's nursing workforce and its impact on the healthcare of every Alabama resident.

So, when you renew this fall, please join me in answering the 2018 RN Workforce Survey. It takes 5-6 minutes or less, but will deliver lasting returns, for your profession and your community.
Over the past several years, the Board has worked to address regulatory processes that place undue burdens on licensees that impede delivery of care to Alabama patients. Nowhere is this more true than in the area of advanced practice nursing, where new care delivery models and payor source changes offer a wide array of options for CRNPs, CNMs, CRNAs, and CNSs to offer services to Alabamians. The following is a summary of recent changes the Board has made, which give advanced practice nurses in Alabama better opportunities to practice to the full scope of their education, training, and professional competence:

**Establishing and Expanding Standard and Specialty Protocols for CRNPs** - As the population of CRNPs in collaborative practice continues to rise, the ABN routinely works to stay on top of specialized practice. This work is reflected in continuous development of practice protocols to address increasing specialization among CRNPs. Among the recent additions to available protocols are:

- Critical Care ADVANCED Protocol
- Adult-Gerontology Acute Care Nurse Practitioner Protocol
- Adult-Gerontology Primary Care Nurse Practitioner Protocol
- Otolaryngology Specialty Protocol

**New "Eligible for Collaboration" Status for CRNPs and CNMs** - For years, CRNPs and CNMs have reported difficulty in obtaining employment in the state, without first establishing collaborative practice, and the ABN has responded. Collaborative practice currently is the law of the land in Alabama, and CRNPs and CNMs cannot practice without an approved collaborative practice. However, new developments in Board rules and systems soon will allow prospective nurse practitioners and midwives to apply for a Certificate of Qualification, which will be reflected with an "Eligible for Collaboration" status for advanced practice approval. We believe that this new capability will offer significant advantages for CRNPs and CNMs seeking employment in Alabama.

**APRN Resource Pages** - The ABN has added Resources tabs under each APRN role on the website, where we post numerous resources throughout the year. Be sure to visit this page often.

(Continued on Page 4)
The terms of two RN positions on the Alabama Board of Nursing - one RN (Practice) and one Advanced Practice (CRNP) - and one LPN (AFLPN) expire December 31, 2018. The current Board Members serving in these positions are:

**RN (Practice)**  
Vicki M. Hill, MSN, RN  
Birmingham

**Advanced Practice (CRNP)**  
Natalie Baker, DNP, CRNP, FAANP  
Madison

**LPN (AFLPN)**  
Peggie Carpenter, BA, LPN  
Tuscaloosa

The two RN positions will be appointed by the Governor from lists of candidates supplied by the Alabama State Nurses Association (ASNA). Further information on the RN positions, including application instructions, is available from ASNA, at [https://form.jotform.com/81365832284966](https://form.jotform.com/81365832284966). Applications are due no later than August 1.

The Governor will appoint the LPN from a list of candidates supplied by the Alabama Federation of Licensed Practical Nurses (AFLPN). Interested LPNs should contact Greg Howard, AFLPN President, either by calling (205) 310-2689 or emailing gthoward03@aol.com.

The Alabama Board of Nursing does not have a role in processing or approving applications for Board membership. The application process is managed entirely by the respective nominating authority for each position (ASNA or AFLPN). PLEASE DO NOT CONTACT THE ALABAMA BOARD OF NURSING.

Each of the three current Board Members is eligible for reappointment. However, the nominating authorities conduct a new nominating process for every upcoming vacancy.

**Membership in a professional association is NOT required for consideration for these or any other positions on the Board, and all qualified applicants will be given fair consideration.**

**SECURITY CONCERN RELATED TO MY PROFILE**

It has come to the Board’s attention that a number of nurses have not changed their passwords for My Profile on the ABN website. As a reminder, the ABN online system uses the last four digits of the nurse’s Social Security Number as the default password for his or her My Profile account. To protect the integrity of your account, we urge you to log in today and change your password.
NEW ABN INFORMATIONAL VIDEO ON DIVERSION FOR STUDENTS

To help our future licensees navigate complex issues surrounding the opioid crisis and specifically medication diversion in the healthcare setting, the ABN staff has developed a brief informational video geared to students in nursing education programs. The content covered includes the incidence of substance use in nurses and how to react, if you suspect that a fellow student or nurse is impaired. The video is available on the Alabama Nursing Resource Center (ANRC) website.

MOVING ADVANCED PRACTICE FORWARD

(Continued from Page 2)

Allowances for Limited Protocols for CRNPs - To accommodate new and non-traditional practice models, the Board recently has been working on development of limited protocols for use with specific types of CRNP practice that do not necessarily comport to established standard protocols. Among the stipulations for such protocols is that they may restrict prescriptive authority and/or expand FTE allowances.

As of this writing, development is nearly complete on one limited protocol - the Comprehensive Physical Exam. This protocol will allow practice models involving single patient encounters, based on payor source requirements, such as annual wellness exams for Medicare beneficiaries and compensation assessments for veterans. Look for updates from the ABN, as development continues.

New Quality Management Plan Template - The ABN staff recently developed a one-page Quality Management Plan template for use by CRNPs and CNMs, when planning for collaborative practice. The template is not meant to be prescriptive, but rather to provide guidance to advanced practice nurses, for purposes of complying with the quality assurance requirements associated with collaborative practice.

Please Note - Beginning with RN/Advanced Practice Renewal on September 1, all CRNPs and CNMs will be required to submit signed copies of the Standard Protocol and Quality Management Plan for each collaboration in which they are involved. Send them to advancedpractice@abn.alabama.gov. All documents must be on file prior to the end of Renewal on Monday, December 31, 2018, but may be submitted immediately.
I recently have been reflecting on how many of our personal lives have so much going on that others cannot see or are unaware of. These events can be challenging, stressful, and intimidating. However, day by day and shift by shift, nurses never fail to think of others and deliver nursing care.

You are the backbone and the strength of the nursing profession. You faithfully serve others, demonstrate your loyalty, and never falter. To those who lead through adversity, we commend you and we thank you for all you do.

The Florence Nightingale Pledge, named for the founder of modern nursing, perfectly captures the spirit, determination, and dedication of the nurse.

I solemnly pledge myself
before God and in the presence of this assembly
to pass my life in purity and to practice
my profession faithfully.

I shall abstain from whatever is deleterious and
mischievous and shall not take or knowingly
administer any harmful drug.

I shall do all in my power to maintain and elevate
the standard of my profession and
will hold in confidence all personal matters
committed to my keeping and all family affairs coming
to my knowledge in the practice of my calling.

I shall be loyal to my work and devoted towards
the welfare of those committed to my care.

With RN Renewal set to begin on September 1, many nurses are anxious to complete their CE. If you are one of the thousands of RNs who still need credit hours to become eligible for Renewal, we encourage you to check out the dozens of courses you can access through the Alabama Nursing Resource Center (ANRC).

The Florence Nightingale Pledge, named for the founder of modern nursing, perfectly captures the spirit, determination, and dedication of the nurse.